



Employee Benefits

The City provides medical, dental, and vision insurance benefits for all full-time employees at the following rates:

Coverage	Medical	Medical after Wellness Discount	Dental	Supplemental Vision
Employee Only	\$51.88	\$42.56	\$3.19	\$15.80
Employee + Child(ren)	\$296.96	\$243.57	\$19.59	\$24.40
Employee + Spouse	\$326.66	\$267.93	\$17.81	\$22.80
Family	\$371.24	\$304.46	\$23.72	\$38.98

Full-Time employees are eligible for benefits the first of the month following thirty days of hire date.

Time-Off

One week of vacation is available after six months of employment. Thereafter, vacation is accrued monthly according to years of service. The annual accrual schedule is as follows:

Years of Employment	Vacation Leave
1 through 4	10 day
5 through 9	15 days
10 through 14	20 days
15 through 19	22 days
20 and over	25 days

Twelve paid holidays, plus one floating holiday each year.

Eight hours of sick leave accrue per month. Each employee may accrue to a maximum of 1,040 hours (130 working days).

Retirement

The City offers through the Oklahoma Municipal Retirement Fund a defined contribution plan. Retirement benefits are earned through employer and voluntary employee contributions, plan forfeitures and investment return. Presently, the City contribution rate is 10%. Employees become 20% vested after three years and vesting increases 20% for each additional year of service until 100% vesting is achieved at seven years. Participants may invest contributions in any of the investment options. The employee may have a voluntary payroll deduction ranging from 2% to 10% of gross pay.

Through the ICMA Retirement Corporation employees may defer income from federal and state income taxes to supplement retirement benefits. The maximum deferral amount is determined by the IRS. The employee may choose between a variety of mutual funds and fixed interest investment options

Employer Clinic

Premise Health Clinic is our free employer-paid clinic. The City pays 100% of any services received inside the clinic and is available to anyone on our insurance plan (employee, spouse, and children). Appointments are same-day or next-day depending on the time of day you call to schedule your appointment. There are two Premise Health Clinics, located one in Tulsa and one located in Broken Arrow.

Envision Imaging Services

A great benefit about being self-insured is we can add direct contracts to help lower your out-of-pocket expenses. Envision Imaging provides over 350 covered images including x-rays, cat scans, MRIs, ultrasounds, and more, all provided to you with no out-of-pocket expenses. Meaning you will not pay for any image covered when you use Envision Imaging. If your doctor orders you to have an image done, ask them to send the orders to Envision Imaging, once sent, you call to schedule your appointment with Envision. Envision will send the results with you or back to your doctor and you don't have to pay anything.

Flexible Spending Account (FSA)

A flexible spending account (FSA) is a plan designed to help you manage the rising costs of health care by allowing you to set aside up to \$2,500 on a pre-tax basis to pay for eligible medical, dental and vision expenses and a separate \$5,000 for dependent care expenses.

Life Insurance & Long-Term Disability

The City pays the entire premium for a term life insurance policy which provides a benefit equal to the employee's annual salary. A long-term disability benefit is also provided by the City at no cost to the employee.

Employee Assistance Program

The City offers an Employee Assistance Plan designed to assist employees and their family members with emotional health and well-being.

Virta-Diabetes Reversal Program

This program is free to diabetic and pre-diabetic employees and spouses who are enrolled in the health plan.

